

# Dept. of DHS-Independence (409) Facts – FY '12

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## General Information

**Address:** Independence Mental Health Institute  
2277 Iowa Avenue  
Independence, IA 50644

## Workforce Data

(unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 224	# PT EEs: 0	# Temporary EEs: 12	Average Length of Service: 17.89
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Span of Control: 13.12	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	102	<25	0	45-54	8	# of Females:	145	# of Males:	79
25-34	14	55-64	62	25-34	0	55-64	6	% of WF:	64.73%	% of WF:	35.27%
35-44	40	65+	3	35-44	2	65+	1	Average Age:	50.34	Average Age:	48.79
Employee Average Age: 49.79				Supervisor Average Age: 54.23				Average Length of Service: 18.33		Average Length of Service: 17.08	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	10	# of Non-minorities:	214	# African-American:	6	# of "did not respond":	0
% of Workforce:	4.46%	% of Workforce:	95.54%	# Asian/Pacific Island:	4	% of Workforce:	0%
Average Age:	55.26	Average Age:	49.54	# Am. Indian/Alaskan:	0	Average Age:	N/A
Average Length of Service:	19.38	Average Length of Service:	17.82	# Hispanic or Latino:	0	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	4	# of Persons With No Disabilities:	195	# of "did not respond":	25
% of Workforce:	1.79%	% of Workforce:	87.05%	% of Workforce:	11.16%
Average Age:	47.23	Average Age:	49.77	Average Age:	50.35
Average Length of Service:	22.53	Average Length of Service:	17.35	Average Length of Service:	21.42

Officials/Administrators EEO Category 1: 8	Professionals EEO Category 2: 70	Technicians EEO Category 3: 15	Protective Service: Sworn EEO Category 4: 12
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 15	Skilled Craft EEO Category 7: 13	Service/Maintenance EEO Category 8: 91

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 7	Transfer In: N/A
Retirements: 0	All Terminations: 10	Voluntary Quits: 3	Transfer Out: N/A

# of Classes Used: 67	Most Populous Classes: Resident Treatment Worker (57), Registered Nurse (23), Licensed Practical Nurse (12)		
Separations - By Class:	Power Plant Engineer 3 (3), Resident Treatment Worker (3), Registered Nurse (2), Youth Services Worker (2)		
# Eligible for Retirement:	1 Protect Serv 83 General - in the next 5 yrs	% Eligible (Protect Serv): 8.33% % Eligible (General): 39.15%	

## Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$43,130.94	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$12,277,698.06	Avg. Base Salary: \$52,306.89	Overtime Days Worked: 435.9
Overtime Cost: \$110,288.17	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$1,004,072.05	Vacation Days Earned: 4,854.0	Vacation Used Expense: \$978,834.87	Vacation Days Taken: 4,774.1	
Sick Leave Days Earned: 3,614.3	Reg. Sick Leave Used Expense: \$404,819.50	Reg. Sick Leave Days Used: 2,193.0	Converted Sick Leave To Vacation Days Used: 186.1	
Sick Leave -Earned Value: \$682,672.66		Avg. Sick Leave Days Per EE: 9.79	Converted Sick Leave To Vacation Used Expense: \$46,215.70	
Injury Leave Used Expense: \$25,718.07	Injury Leave Days Used: 127.6	Classification Appeals: N/A	<b>Reclassifications</b> Up (Filled): 6 Up (Vacant): 1 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$60,067.39	<b>Grievances</b> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$19,345.82	Funeral Days Used: 108.1	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$513.04	Jury Leave Days Used: 2.9	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012